

Pages from Change Et Al Webinar Series

Change Et Al. Webinar Series

The Neuroscience of Change



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Trainer & Coach

How do we manage change effectively? Karunesh Prasad will be in conversation with some of the top leadership experts discussing how neuroscience impacts change for people and organization.

14th May 2020

3.00 pm Singapore Time

Change Et Al.
PEOPLE · PROCESS · CULTURE

Ruth Gertler



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Change Et Al. Academy

What is Neuroscience?



The scientific study of
the nervous system and the brain –
Cambridge Dictionary



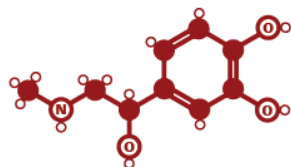
It is a multidisciplinary branch of biology that
combines physiology, anatomy, molecular biology, developmental
biology, cytology, mathematical modeling, and psychology to
understand the fundamental and emergent properties
of neurons and neural circuits.

THE STRUCTURES OF NEUROTRANSMITTERS

STRUCTURE KEY: ● Carbon atom ○ Hydrogen atom ○ Oxygen atom ○ Nitrogen atom ● Rest of molecule

ADRENALINE

Fight or flight neurotransmitter



Produced in stressful or exciting situations. Increases heart rate & blood flow, leading to a physical boost & heightened awareness.

NORADRENALINE

Concentration neurotransmitter



Affects attention & responding actions in the brain, & involved in fight or flight response. Contracts blood vessels, increasing blood flow.

DOPAMINE

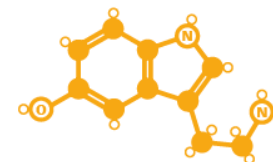
Pleasure neurotransmitter



Feelings of pleasure, and also addiction, movement, and motivation. People repeat behaviours that lead to dopamine release.

SEROTONIN

Mood neurotransmitter



Contributes to well-being & happiness; helps sleep cycle & digestive system regulation. Affected by exercise & light exposure.

GABA

Calming neurotransmitter



Calms firing nerves in CNS. High levels improve focus; low levels cause anxiety. Also contributes to motor control & vision.

ACETYLCHOLINE

Learning neurotransmitter



Involved in thought, learning, & memory. Activates muscle action in the body. Also associated with attention and awakening.

GLUTAMATE

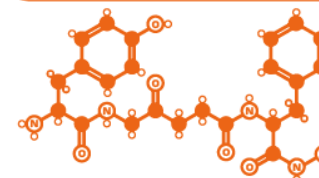
Memory neurotransmitter



Most common brain neurotransmitter. Involved in learning & memory, regulates development & creation of nerve contacts.

ENDORPHINS

Euphoria neurotransmitters



Released during exercise, excitement, & sex, producing well-being & euphoria, reducing pain. Biologically active section shown.




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Question: Why does?

“We are announcing an organisational change.”

Often sound like...



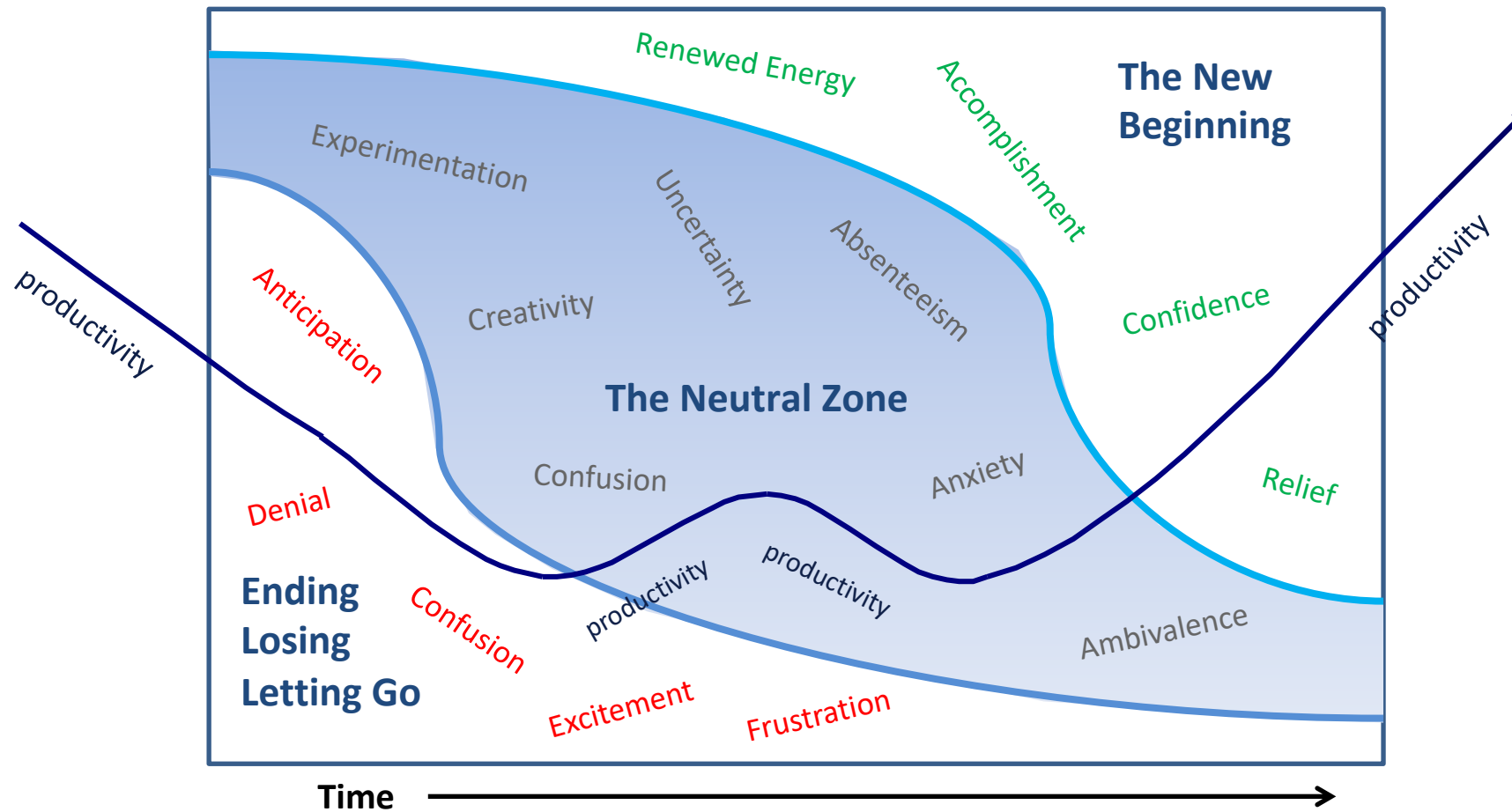
“We are announcing an organisational change!”

Neuroplasticity: The ability of the brain to reorganize itself in structure and how it functions.



Importance of understanding emotions

Every change is a transition



THE FIELD GUIDE TO EMOTIONS

A PRACTICAL ORIENTATION TO
150 ESSENTIAL EMOTIONS



DAN NEWBY AND
CURTIS WATKINS

Emotional literacy helps us make better distinctions when it come to leading transitions.

Learning to recognize and understand what our emotions are trying to tell us and what they are trying to put into “motion”.

EXAMPLE:

What do we think or say?

It's impact on openness to others?

What is the purpose of this emotion?

Our reaction or impulse for action is?

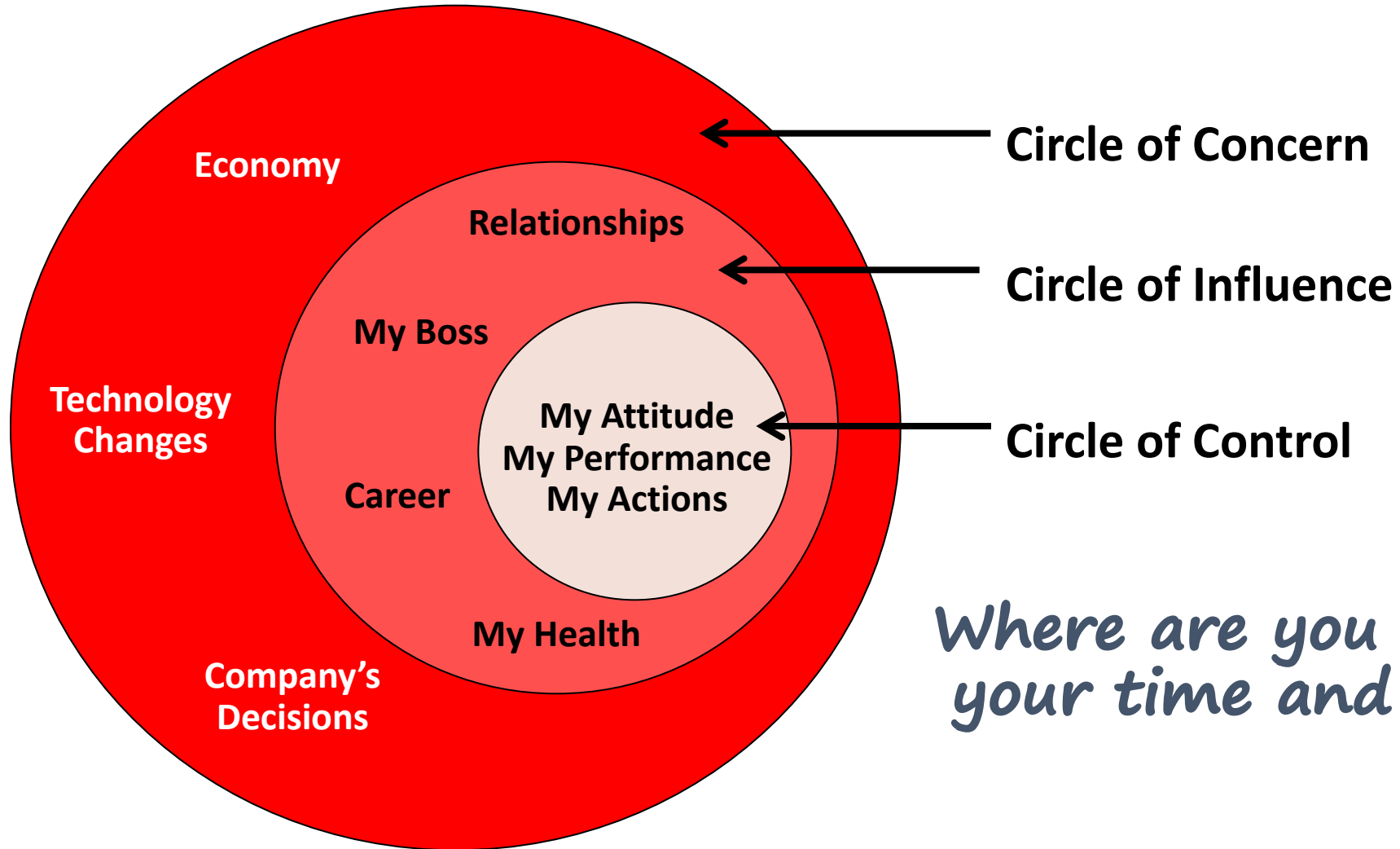
How this can emotion get in the way.

How it feels or moves us?

How our body might shape itself?



Think about it: What can I control?



Where are you spending your time and energy?

Brian Westley



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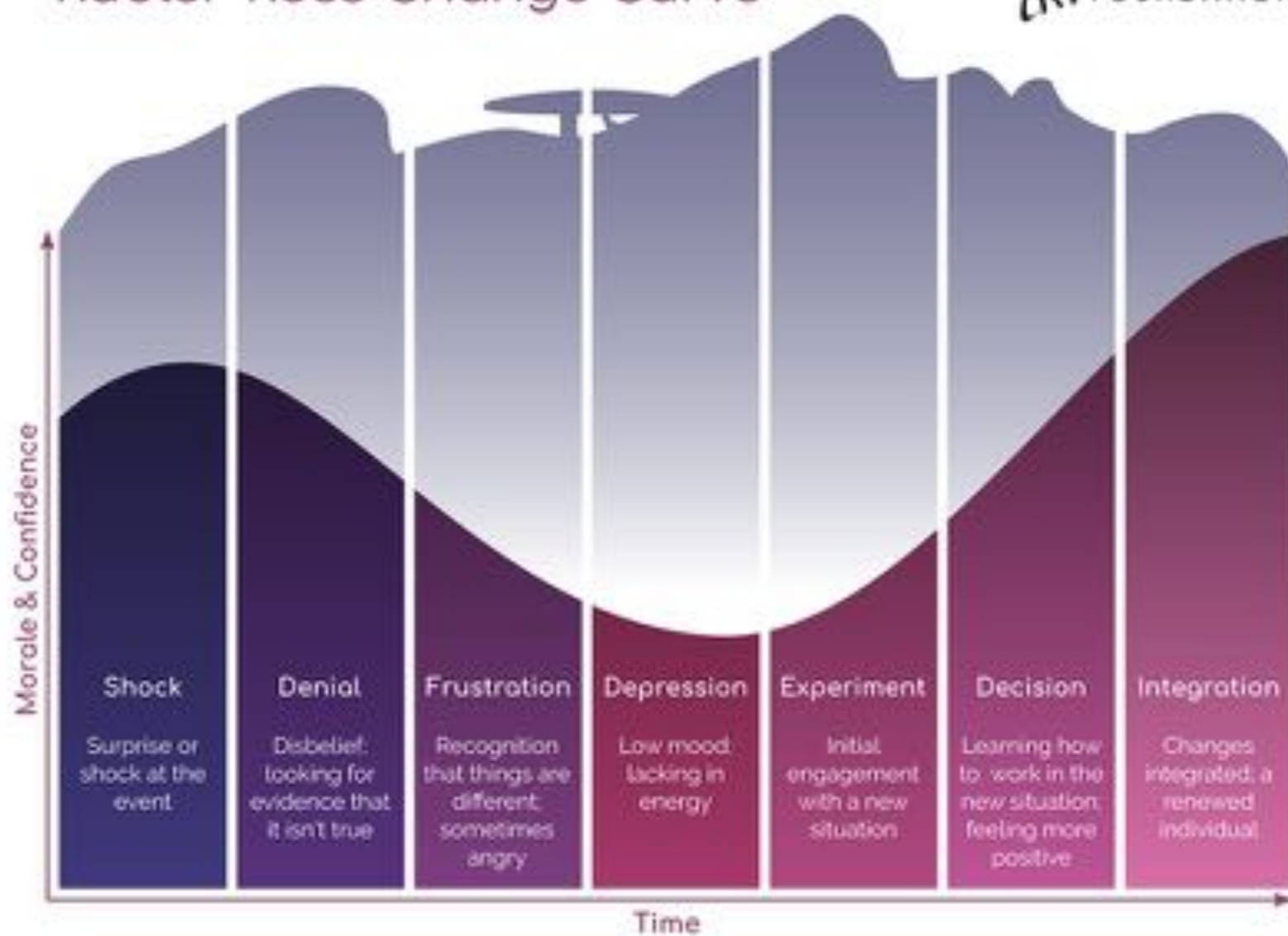
Brian Westley Training
Leadership & Sales Training

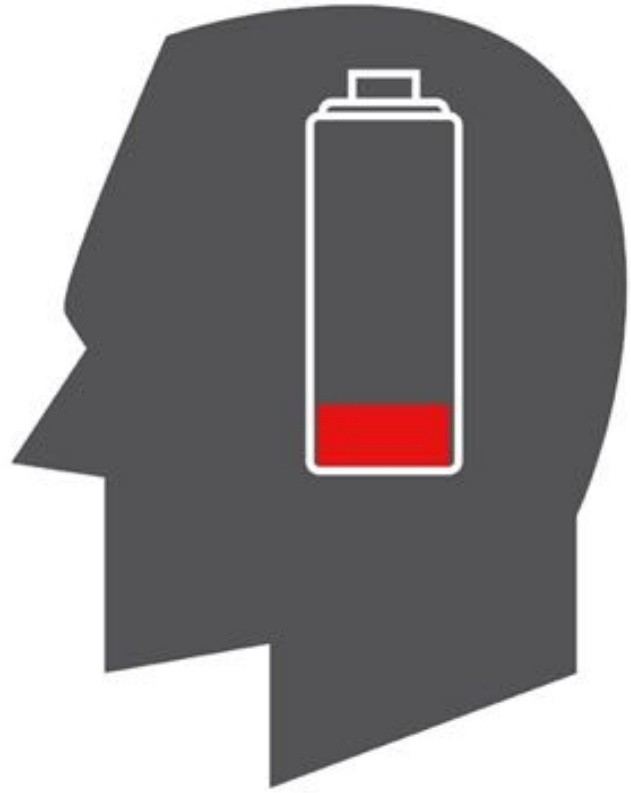
Activity: Cross Your Arms



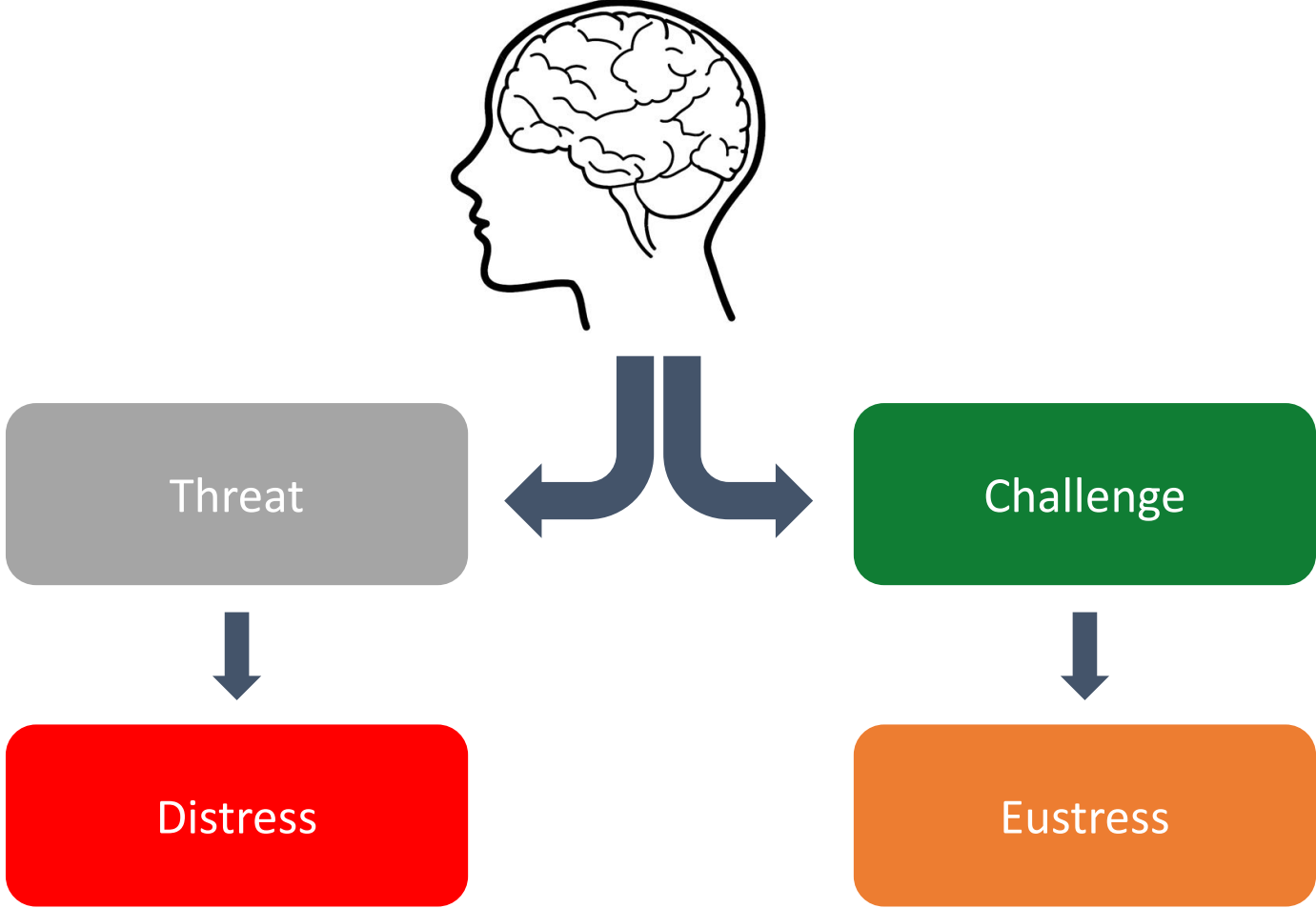
Kübler-Ross Change Curve

EKR Elisabeth Kübler-Ross
FOUNDATION

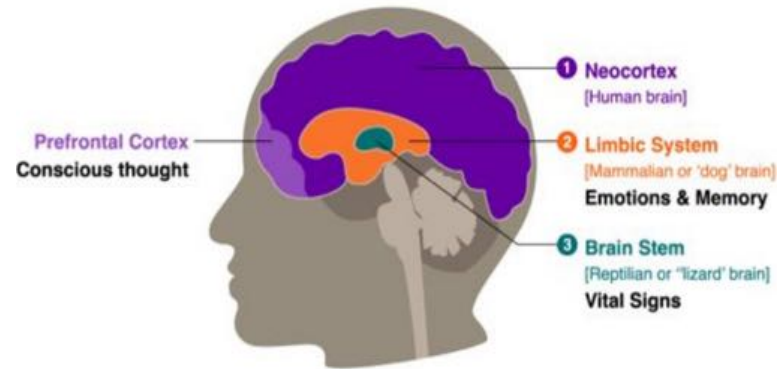




Your Brain and Change

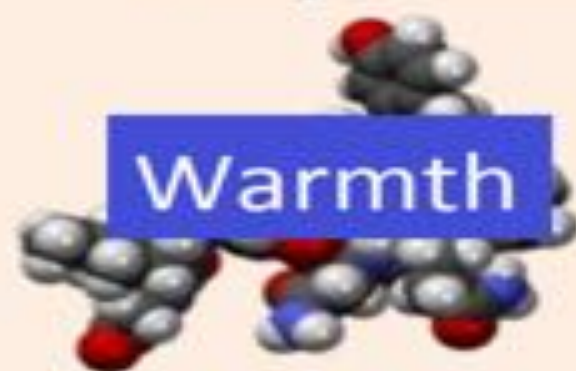


The three tiers of the **brain**



- ✓ Certainty= Survival
- ✓ Predict and Control our circumstances

Oxytocin



Hug or Love Hormone

Bonding, Contentment, Calmness

Serotonin



Feel-Good

Memory & Learning

Dopamine



Reward-Motivation

Reward driven Learning

Norepinephrine



Challenging/Intense Environment

Enhances awareness & Learning

A.
You believe your
qualities like
intelligence &
Talent
are set in stone.





B.
You believe your
qualities
can be cultivated
through your
effort, strategy
and help from
others.

A.
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B.
You believe your
qualities
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through your
effort, dedication
and hard work.



The View you adopt for
Yourself Profoundly effects
The way you Lead your Life”
-Carol Dweck

A.
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Your true potential is *unknown* and *unknowable*



Rules

- ❑ We are a mixture of BOTH Mindsets
- ❑ We will probably always be
- ❑ We need to stay in touch with our Fixed Mindset thoughts to grow our Growth Mindset

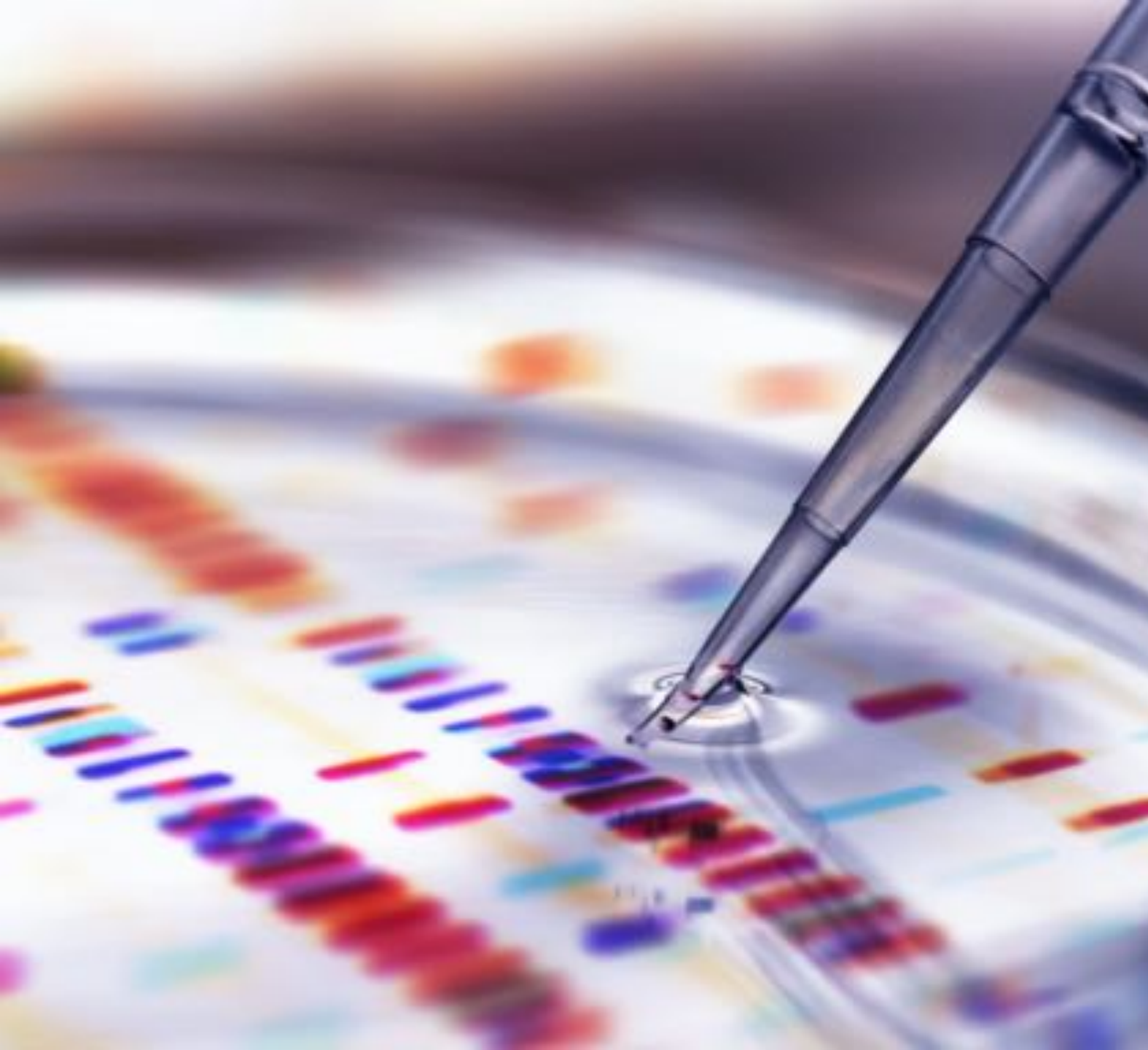


What determines how your brain **perceives** change?



The Mindset Relationship





Typical Managers.....

1. Don't believe in personal Change.
2. Judge employees as competent or incompetent
3. Little Development feedback- remain stuck

Why bother if they can't change?

Growth Mindset Managers....

A resource for Learning

- 1. People can develop their abilities**
- 2. Think of areas they had little or no ability
...but do now**
- 3. They tell struggling team members they
can develop**
- 4. Recall times saw people do things they
never expected**



“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and freedom.”

Viktor Frankl (Holocaust survivor)

Trigger Event + Response = Outcome

If/Then

- Streak Habits
- Occasional Habits

92%

Identify your **TRIGGERS!**



“Not everyone is
good at math. “



“When you need to do a new kind of problem, it grows your math brain. “



“English just isn’t
one of your
strengths”



“English just isn’t
one of you strengths,
yet.”



Further Reading



“Mindset,” by Carole Dweck

“The Neuroscience for Organisational Change,” by Hilary Scarlett

Rupert Hodges



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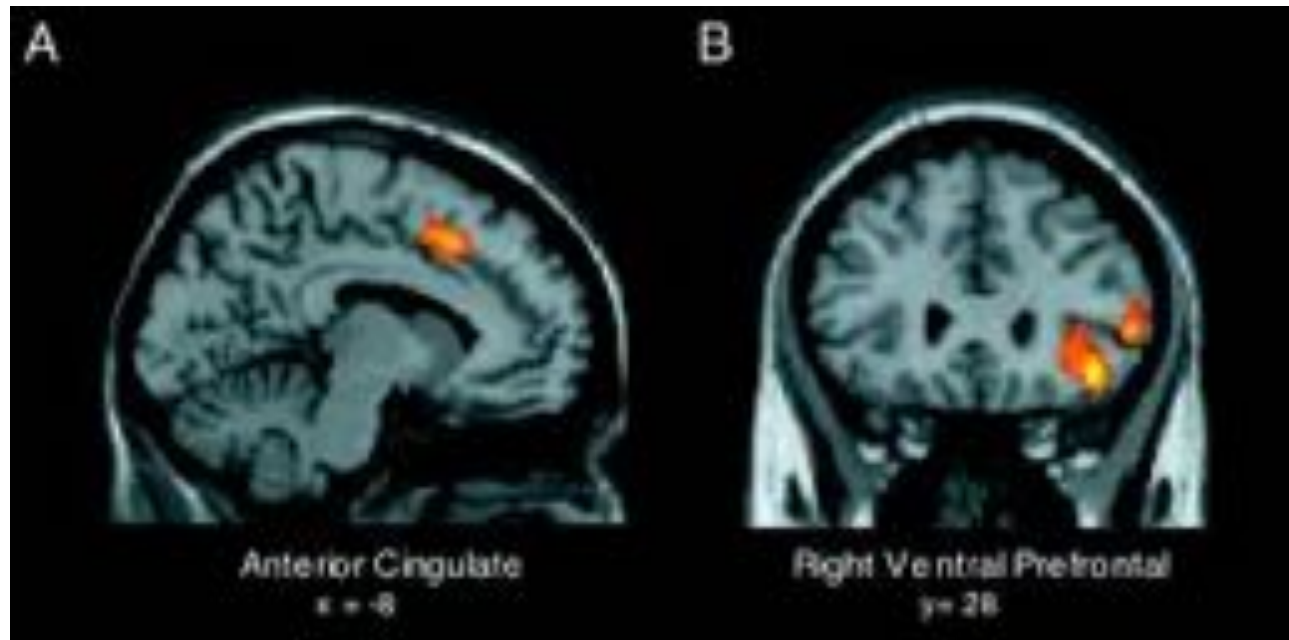




Social Triggers

David Rock's SCARF model:

Status
Certainty
Autonomy
Relatedness
Fairness



Does Rejection Hurt? Yep.

Eisenberger, Naomi & Lieberman, Matthew & Williams, Kipling. (2003). Does Rejection Hurt? An fMRI Study of Social Exclusion. *Science* (New York, N.Y.). 302. 290-2. 10.1126/science.1089134.

Geary, David C. The Origin of Mind: Evolution of Brain, Cognition and General Intelligence. 2004.

Your brain and other people.

Bodner, Zhou et al. Symmetric temporal patterns in cortical spike trains performance of a short term memory task. 1997.

Habits & effort.

LeDoux, J. The Emotional Brain. 1998.

Drama, fear, capability.

Hawkins & Blakelee. On Intelligence. 2004

Uncertainty.

Organizations that are becoming more *neuroscience aware*, that *R3 Leaders* have been partnering with.

More info:

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THANK YOU FOR JOINING US

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